

**POLICE AND FIRE  
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM**

**Section I: Agreement Details**

Public Employer: Essex County College County: Essex

Employee Organization: Essex County College Fraternal Order of Police - Lodge #99 Employees in Unit: 11

Base Year Contract Term: 7/1/2010 6/30/2012 New Contract Term 7/1/2012 6/30/2016

Type of Settlement: ☐ Arbitrator's Award ☐ Fact-Finder Recommendation ☒ Voluntary Settlement

**Section II: Statutory Definition of Base Salary**

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A	Column B	Column C	Column D
<b>Section III: Economic - Costs inside base salary</b>	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary
Salary .....	\$665,683	N/A	\$674,823	N/A
Increment .....	\$16,331		\$0	
Longevity .....	\$2,350		\$2,350	
<b>Section IV: Additional Costs</b> List economic items indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1 .....				
Item 2 .....				
Item 3 .....				
Item 4 .....				
Item 5 .....				
Item 6 .....				
Item 7 .....				
Item 8 .....				
Item 9 .....				
Any additional items list on separate sheet Additional Items				
<b>Section V: Totals - Sum of costs in each column</b>	\$684,364 (Total Economic) Section III & IV	(Total Non-salary Economic)	\$677,173 (Total Economic) Section III & IV	(Total Non-salary Economic)

**Section VI: Analysis of new successor agreement**

**NEW AGREEMENT ANALYSIS**

Total Economic Base Year (previous agreement) \$684,364

Effective Date (m/d/yyyy)	<u>7/1/2012</u>	<u>7/1/2013</u>	<u>7/1/2014</u>	<u>7/1/2015</u>		
Percent Increase	<u>0.00%</u>	<u>2.00%</u>	<u>2.00%</u>	<u>2.00%</u>		
Actual dollar increase						
Total Economic Costs (successor agreement)						

**Section VII: Impact of Settlement - average annual increase over term of agreement**

Percentage Impact (average per year over term of agreement) \_\_\_\_\_

Dollar Impact (average per year over term of agreement) \_\_\_\_\_

**Section VIII**

Medical Costs	Base Year	Year 1			
Cost of Health Plan	\$7,197	\$7,197			
Employee Contributions	\$0	\$1,110			
Prescription					
Dental	\$2,038	\$2,038			
Vision					

*The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.*

**Section IX**

Prepared by: Khalilah Bowens Title: HR Coordinator

Print Name

Khalilah Bowens Date: 8/5/2015

Signature